

## New Statewide Salary Plan spells out 4% structure adjustment effective October 2001



A keystone of Gov. Barnes's FY 2002 budget plan, Performance PLUS, was passed by both the House and the Senate. As a result, many employees paid under the Statewide Salary Plan (SWD) should see salary increases come this October.

PerformancePLUS is a new initiative which grew out of recommendations proposed by the GeorgiaGain Advisory Committee and the Georgia Merit System to correct problems with salaries and pay-for-performance associated with the current GeorgiaGain system.

More than 75 percent of all Georgia state employees are paid on the Statewide Salary Plan. There are 23 grades on the SWD which represent a pay range from target to maximum salaries. Subject to statewide appropriations and State Personnel Board approval, the chart at right shows how job hiring rates for these 23 pay grades will be affected by the 4 percent structure adjustment being implemented through the new PerformancePLUS initiative.

For further information and updates about PerformancePLUS, check the Georgia Merit System website at [www.gms.state.ga.us](http://www.gms.state.ga.us).

### STATEWIDE SALARY PLAN (SWD) Effective 10/01/2001 (Subject to State Personnel Board Approval)

Pay Grade	Target Hire Salary	Market Midpoint	Grade Maximum
5	\$13,759.20	\$16,835.52	\$21,229.20
6	\$14,857.44	\$18,532.80	\$23,729.28
7	\$16,117.92	\$20,411.04	\$26,538.00
8	\$17,484.48	\$22,476.48	\$29,674.56
9	\$18,888.48	\$24,660.48	\$33,048.72
10	\$20,810.40	\$27,181.44	\$36,442.32
11	\$22,925.76	\$29,814.72	\$40,195.92
12	\$25,140.96	\$32,878.56	\$44,129.28
13	\$27,711.84	\$36,079.68	\$48,454.80
14	\$30,557.28	\$39,798.72	\$53,467.92
15	\$33,527.52	\$43,692.48	\$58,725.36
16	\$36,797.28	\$48,216.48	\$64,490.64
17	\$40,591.20	\$52,946.40	\$71,187.84
18	\$44,566.08	\$58,150.56	\$78,199.92
19	\$49,177.44	\$64,178.40	\$85,906.08
20	\$54,000.96	\$70,493.28	\$94,377.12
21	\$59,311.20	\$77,438.40	\$103,696.56
22	\$65,457.60	\$85,069.92	\$114,507.12
23	\$71,903.52	\$93,924.48	\$125,825.52
24	\$78,985.92	\$103,203.36	\$138,255.60
25	\$87,204.00	\$113,399.52	\$152,697.60
26	\$95,808.96	\$124,606.56	\$167,801.52
27	\$105,268.80	\$137,604.48	\$184,415.76

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## Supreme Court decisions affect ADA and ADEA rights of state employees

The United States Supreme Court has recently issued a major decision which will impact the ability of state employees to file lawsuits against state employers based on the violation of some federal employment discrimination laws.

Title I of the Americans with Disabilities Act (ADA) prohibits discrimination against current or potential employees who are disabled. This is inclusive of application, promotion, hiring, disciplinary actions, compensation and reasonable accommodations. Title II of ADA prohibits discrimination in public services. It requires that people with disabilities have access to public accommodations, public transportation, government services, telecommunications and accessibility to jobs and information.

In *Garrett v. the Board of Trustees of the University of Alabama*, the Supreme Court ruled that state employers could not be sued for employment discrimination under Title I of the ADA through the Eleventh Amendment of the U.S. Constitution's sovereign immunity provision. It further held that Congress had exceeded its authority when it made states subject to employment discrimination suits under ADA.

In *Kimel v. Florida Board of Regents*, the Supreme Court held

that state employers were protected from federal suits governed by the Age Discrimination Employment Act (ADEA). While *Kimel's* primary focus revolved around age discrimination, it also held that states were protected from ADEA employment discrimination provisions by the Eleventh Amendment's sovereign immunity provision.

In both *Garrett* and *Kimel*, the primary issue presented was whether the U.S. Congress met the conditions required to supercede the Eleventh Amendment's sovereign immunity provision. In summary, the decision which resulted from these cases was that the Eleventh Amendment protects states from being sued in federal court for employment discrimination under ADA or ADEA.

### What does the *Garrett* decision mean for employees of the State of Georgia?

- In light of *Garrett*, state employees cannot file a federal lawsuit for employment discrimination under Title I of ADA asking for money damages. But they can sue a state agency for failure to comply with Title I, asking for injunctive relief.
- Garrett* also provides that state employees can still sue under Title II of ADA, asking the Courts to order the

agency to comply with its public access provisions.

The rulings, *Kimel* and *Garrett*, do not exempt state agencies from complying with all aspects of the ADA. In fact, state agencies are still expected to adhere to accommodating people with disabilities in the area of services. If state employees feel they have been discriminated against based on age or disability, they can file a complaint with the Georgia Commission on Equal Opportunity (GCEO). GCEO administers the Fair Employment Practice Act (FEPA). FEPA has provisions which protect state employees from employment discrimination based on race, sex, national origin, color, age, religion and handicap. Employees covered by the Merit System (Classified Employees) can still file with either GCEO or the State Personnel Board. Employees with discriminatory concerns should contact their personnel office.

### For additional information

Georgia Commission on Equal Opportunity

[www.gceo.state.ga.us](http://www.gceo.state.ga.us)

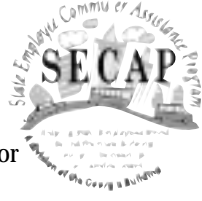
Atlanta area: 404-656-1736

Outside Atlanta: 800-404-6736

Georgia Merit System – Employee Management Relations  
404-656-2740

## Transportation fair offers "green" alternatives for commuters

**T**he State Employee Commuter Assistance Program (SECAP) is sponsoring Transportation Fairs each month through November. Please check the SECAP web site, [www.ga-secap.com](http://www.ga-secap.com), for future dates and locations, or call the SECAP office at 404-463-6440.



The April SECAP Transportation Fair will take place on the Plaza level of the James H. "Sloppy" Floyd Veterans Memorial Building, Tuesday, April 17, from 10 a.m. until 2 p.m. Representatives from the Atlanta Bicycle Campaign (ABC), the Clean Air Campaign (CAC), Cobb Community Transit (CCT), Commute Connections (ARC), the Georgia Regional Transportation Authority (GRTA), LUV the HOV (DOT), MARTA, the Metro Atlanta Telecommuting Advisory Council (MATAC), the Pollution Prevention Assistance Division of DNR (P2AD) and SECAP will be on hand offering information and answering questions concerning carpools, vanpools, public transit telecommuting, pollution and bicycling. A staff person from the Georgia Merit System will also be available to explain how you can save money through your pre-tax payroll deduction for partially subsidized parking or a monthly MARTA card — still just \$28.00 or a CCT card at just \$61.75.

Stop by and become acquainted with the many benefits of alternative transportation, and learn how you can receive a Parking Punch Card and a Guaranteed Ride Home.

## State Employee Recognition Day honors outstanding service

May 6-12, 2001 is national Public Employee Recognition Week, and the Georgia Merit System (GMS) plans to reinstitute "State Employee Recognition Day," last celebrated in the 1980s. On May 9, there will be a ceremony at the Capitol honoring state employees with 40, 45 and 50+ years of service, and those employees who have made award-winning suggestions through the statewide GMS Employee Suggestion Program.

GMS encourages all state agencies to participate in State Employee Recognition Day and to plan recognition and community outreach programs during that week. It is an ideal opportunity to acknowledge employees and enhance the public's perception of government workers.

## The Georgia Statement

Volume 4, Number 2

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Please note: the deadline for submissions to the July 2001 issue is June 25, 2001.

The Georgia Merit System is an Equal Opportunity Employer.

## Park lodges return to state management, join centralized reservation system

**A**fter three years under private management, the lodges at Amicalola Falls, Red Top Mountain and Unicoi state parks have been returned to the State of Georgia. Once again operated by the Department of Natural Resources, the lodges will focus on exceptional customer service, high quality programming and affordable rates. Visitors will find it easier to make reservations because the lodges have been added to the centralized Georgia State Park reservation system.

"We expect our visitors to be quite pleased with our rates and the high level of service we will provide," said Bob Newsome, director of the state's lodge park region. "It is our intention to offer a range of rates that are affordable to the average citizen and to provide enriching educational programs that focus on the natural beauty of the state parks." Additionally, the DNR has expanded the lodges' restaurant hours and hired a new sales director who is focusing on increasing weekday business meetings and weekend leisure travel.

Since late 1997, the Colorado-based corporation which operated the three north Georgia lodges had invested \$3.3 million in capital improvements to upgrade accommodations. The DNR plans to continue making enhancements with the expectation that further improvements will lead to higher customer satisfaction and increased visitation.

Amicalola Falls is one of Georgia's most popular

state parks and is best known for its namesake — a 729-foot cascade which is the tallest waterfall east of the Mississippi River. Located near Dawsonville, the park offers outstanding hiking and is often the starting point for Appalachian Trail through-hikers.

Red Top Mountain State Park on Lake Allatoona is a mecca for boaters and anglers looking for a lake-side retreat. The park features a swimming beach, boat ramps and hiking trails, and is well known for its deer population.

Unicoi State Park's location near the Alpine village of Helen makes it a favorite destination for mountain travelers. Visitors will find hiking and mountain biking trails, a lakeside swimming beach, and numerous picnic areas. Nearby is scenic Anna Ruby Falls.

All state park lodges have restaurants, catering services, and conference facilities with professional meeting planners. They are excellent locations for business meetings, family reunions, receptions and other group gatherings. State park visitors who prefer not to camp are attracted to the lodges' hotel-style rooms with televisions, telephones and individual temperature controls. Most rooms have spectacular park views.

For reservations and more information on these lodges and Georgia's state parks, call 1-800-864-7275 or 770-389-7275. Details can also be found at [www.gastateparks.org](http://www.gastateparks.org).

## Georgia awards \$6 million media contract for tobacco use prevention program

**T**he DHR Division of Public Health recently awarded a \$6 million contract to Georgia-based Austin Kelley Advertising as part of the state's comprehensive Tobacco Use Prevention Program. The agency was one of 13 locally and nationally affiliated advertising and public relations firms who bid on the project. The contract will be used to conduct a statewide awareness campaign.

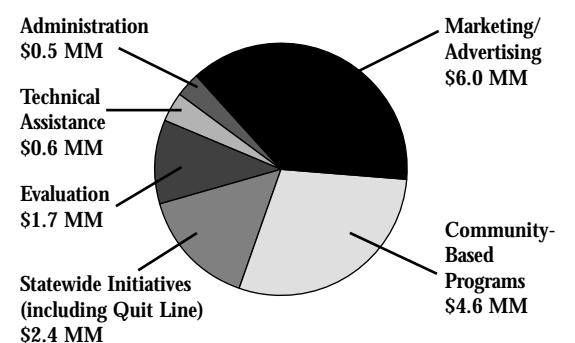
"We were very fortunate to have a number of outstanding proposals submitted for this media campaign," said Gary Redding, DHR commissioner. "In the final analysis, however, the Austin Kelley proposal was judged by the evaluation committee to have the best overall plan."

The landmark tobacco settlement of 1998 put Georgia in line to receive \$4.8 billion from tobacco companies over the next 25 years. The 2000 Georgia General Assembly earmarked \$15.8 million of the state's first payment to fund tobacco use prevention. Governor Roy Barnes's 2002 budget proposal includes an increase of \$5 million in spending for tobacco use prevention next year.

"This campaign will allow us for the first time to use the power of the media to deliver important prevention messages about tobacco use," said Dr. Kathleen Toomey, director of the Division of Public Health. "This is an incredible opportunity to further reach our youth and adults about the health consequences of using tobacco."

Some of the campaign's goals will be to prevent young people and adults from starting tobacco use, to encourage current tobacco users to quit, and to limit exposure to second-hand smoke.

### Where the money goes: Georgia Tobacco Use Prevention Dollars Allocated from Settlement



### Why do we need tobacco use prevention?

Every year:

- 30,000 Georgia children begin smoking
- The state pays \$1.2 billion for tobacco-related healthcare expenditures
- One in six Georgia deaths results from tobacco-related illnesses
- Medicaid payments directly related to tobacco use total \$250 million

### What will tobacco use prevention accomplish?

- *Long-term:* Reduce the incidence and mortality of tobacco-related disease
- *Intermediate:* Reduce the prevalence of tobacco use (with an emphasis on preventing youth from starting to smoke or use spit tobacco)
- *Short-term:* Increase knowledge and change attitudes and beliefs regarding tobacco use by youths and adults

State employees buckling up

State of Georgia employees are buckling up in numbers above 80%. Surveys conducted in November 2000 at two downtown parking facilities indicate that many employees are following the law and using their seat belts. The surveys were conducted by the Governor's Office of Highway Safety (GOHS) at state operated parking facilities at 90 Central Avenue and Pete Hackney on Butler Street. Each survey counted 100 vehicles and recorded whether the drivers used seat belts. Very few of the vehicles carried passengers. The morning surveys counted state employees using an employee entrance. The evening surveys coincided with the end of the workday to ensure that the majority of the vehicles counted would be driven by employees leaving the workplace. The results of the counts conducted on November 16, 17, 27 and 28 are listed below.

90 CENTRAL

Thursday, November 16, 2000, 4:25 p.m. . . . .86%  
Friday, November 17, 2000, 6:45 a.m. . . . .79%  
Average . . . . .82.5%

PETE HACKNEY

Monday, November 27, 2000, 4:30 p.m. . . . . 86%  
Tuesday, November 28, 2000, 8:10 a.m. . . . . 82%  
Average . . . . .84.0%

OVERALL AVERAGE

. . . . .83.25%

The results are above the state average of 79.2% (excluding pickup trucks). However, much work remains. Let's Buckle Up Georgia. It's your life and it's the law.

"Children 1st" helps Georgia youngsters at risk stay healthy

Working with families to make sure children who need assistance get it early, when it does the most good — that's the best investment we can make in Georgia's future," says Kathleen E. Toomey, M.D., M.P.H., director of the Georgia Department of Human Resources, Division of Public Health. "Children 1st aims to be the gateway to public health and social services for any Georgia child through age five who is identified with potential medical or developmental problems. The main objective is to help children thrive and develop the skills they need to succeed." In late March, Rosalyn Bacon, director of the Family Health branch of the Division of Public Health, released a report, *Moving Ahead, the Role of Children 1st in Improving Child Health in Georgia*, explaining how the program has served thousands of young children since it began on a limited basis in 1992. Children 1st locates children at risk for developmental delays, disabilities and chronic medical problems by combing information from birth certificates and medical providers. Staff members contact the children's families and offer an in-home assessment as well as referrals to helping programs and agencies and a "medical home," or consistent healthcare provider, for each child. During the child's first five years, Children 1st staff stay in touch to help the family continue healthcare visits and take advantage of other services as the child's needs change. In 1999, Children 1st screened 75,986 newborns and found 21,426 to be at risk. They linked more than 10,000 infants and children to primary healthcare providers, made 21,869 referrals for public and private services, and conducted 9,174 assessments. "This is not just the right thing to do for Georgia's children and families, it's also cost-effective," says Ms. Bacon. "Children 1st prevents problems from turning into crises," requiring more expensive intervention later on, and avoids duplication of effort by coordinating services.

CDC Funds Help DHR Prepare for Bioterrorists

As the DHR's Division of Public Health (PH) has responded to disasters in recent years, they've learned to be prepared. Now they're getting ready to help protect Georgians in case an extremist group or agent of a hostile country uses biological weapons. Since 1999, the Centers for Disease Control and Prevention (CDC) has given PH about \$3 million for bioterrorism response planning, training and capacity building throughout DHR. Biological weapons have already been used in the U.S. — once by a cult that contaminated restaurant food so people would be too sick to vote. No one was permanently harmed, but it took public health investigators a while to figure out the cause of the outbreak. A more deadly agent could spark an epidemic, overwhelm hospitals and cause panic. Although PH is the first line of defense in medical emergencies, other DHR agencies would be involved, including mental health counselors, DFACS staff setting up shelters for evacuees, and health care facility inspectors. PH's new Office of Emergency Preparedness is headed by Lee Smith. Her team is developing a Health Alert Network — allowing instant communication with anyone involved in responding to a health emergency. The unit includes epidemiologists and workforce development, preparing DHR staff to detect and respond to early signs of a health emergency. The state PH lab has also been upgraded. "We have really geared up for this," says lab director Dr. Elizabeth Franko. For more information, contact leesmith@dhr.state.ga.us.

Special savings for Disney Club members

The Council for State Personnel Administration continues to offer membership to The Disney Club (formerly known as the Magic Kingdom Club). The Disney Club offers members expanded company-wide benefits that reflect Disney's diverse offerings beyond traditional theme park savings. Some of the privileges Club members will receive include:

- members-only preview of new offerings, including the newest Theme Park, Disney's California Adventure
- discounts at the Disney Store, The Disney Catalog and The Disney Store.com
- special offers on Disney videos and DVDs
- preferred access to select Disney theatrical performances such as The Lion King and Disney on Ice

Discount and unique vacation packages to the Walt Disney World Resort in Florida and Disneyland Resort in California are also key components of the program. In order to provide members with these high-level benefits, it is necessary to charge a fee. Effective immediately, membership in The Disney Club is \$29.95 — a savings of \$10 off the general public price. Your payment of \$29.95 will be made directly to The Disney Club when you submit your enrollment application. Enrollment applications for membership in The Disney Club are issued to employees upon request. Membership materials will be sent directly to applicants from The Disney Club headquarters. To apply, send a self-addressed, stamped envelope (\$3.44 cents postage on a business letter size envelope) to the appropriate person below. Applications for membership will not be issued without a self-addressed, stamped envelope. Employees of any state agency (other than DHR) who do not see their department listed below should send their requests to:

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508 West Tower  
Atlanta, GA 30334

PEOPLE TO CONTACT

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Ogeechee Area MH/MR/SA  
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Swainsboro, GA 30401

**Melanie Martin**  
South GA CSB  
P.O. Box 3318  
Valdosta, GA 31604

**Human Resources**  
Employees of the Department of Human Resources who do not see their office listed above should send their requests to:

**Vivian Duncan**  
2 Peachtree Street  
Room 28-278  
Atlanta, GA 30303

**Employees of DHR/MH/MR**  
Hospitals should contact their personnel offices. If cards are not available, requests should be sent to **Vivian Duncan**.

Congratulations to these dedicated state retirees

January 2001

Grinstead, Ruth	36 yrs 07 mths	DHR – Public Health	Dunn, Charles K	30 yrs 00 mths	Ga. Dept. of Agriculture
Smith, Gail S	36 yrs 06 mths	Ga. Dept. of Corrections	Bolston, Margaret	30 yrs 00 mths	Ga. Dept. of Human Resources
Moore Jr, Foster	36 yrs 01 mths	Ga. Dept. of Corrections	Gunter, Julia M	30 yrs 00 mths	Ga. Dept. of Human Resources
Haley, Margaret R	35 yrs 09 mths	Ga. Dept. of Natural Resources	Defoor, Jane M	30 yrs 00 mths	DHR – DFACS
Taylor, Walter G	35 yrs 06 mths	Ga. Dept. of Natural Resources	Williams, Rozetter D	29 yrs 06 mths	Ga. Dept. of Human Resources
Reeves, Ronald T	35 yrs 04 mths	Ga. Dept. of Admin. Services	Simmons, Tony W	29 yrs 06 mths	Ga. Dept. of Transportation
Champion, Shirley P	34 yrs 08 mths	Department of Revenue	Weston, Charles H	29 yrs 06 mths	Superior Courts of Georgia
Glenn, Virginia	34 yrs 07 mths	Ga. Dept. of Human Resources	Starley, Charles Wayne	29 yrs 05 mths	Ga. Dept. of Public Safety
Williams, Lonias A	34 yrs 06 mths	Ga. Dept. of Labor	Nocera, Patricia B	29 yrs 05 mths	Ga. Dept. of Admin. Services
Wimberly, Ralph B	34 yrs 04 mths	Ga. Dept. of Education	Peak, Sheila C	29 yrs 02 mths	DHR – DFACS
Saulsbury, Mary Lynn	34 yrs 03 mths	Ga. Dept. of Human Resources	Chatham, Judith M	29 yrs 01 mths	Ga. Dept. of Labor
Seay, Ronald W	34 yrs 01 mths	Ga. Bureau of Investigation	Tomlin, George E	29 yrs 00 mths	Ga. Dept. of Human Resources
Bowman, Pamela J	34 yrs 01 mths	Ga. Dept. of Human Resources	Eller, Patsy S	29 yrs 00 mths	Ga. Dept. of Admin. Services
Mullis, Suella T	34 yrs 01 mths	DHR – Public Health	McRae, Dorothy M	28 yrs 10 mths	Ga. Dept. of Human Resources
Bunn Jr, Claude	34 yrs 01 mths	Ga. Dept. of Human Resources	Arbogast, Robert J	28 yrs 10 mths	Ga. Dept. of Transportation
McHugh, Mary Jane	34 yrs 01 mths	Ga. Dept. of Human Resources	Whatley, Bobbie S	28 yrs 09 mths	DHR – Public Health
Smallwood, Martha D	34 yrs 01 mths	Ga. Dept. of Human Resources	Wofford, Harold G	28 yrs 09 mths	Ga. Dept. of Transportation
Epps, Merle	34 yrs 01 mths	Ga. Dept. of Human Resources	Patterson, Malcolm E	28 yrs 08 mths	Ga. Dept. of Human Resources
Forrester Jr, James W	34 yrs 00 mths	Ga. Dept. of Corrections	Yarbrough-Miller, Lorene D	28 yrs 08 mths	Ga. Dept. of Human Resources
Stone, Hazel Lamar	34 yrs 00 mths	Ga. Dept. of Transportation	Hogan, Mary L	28 yrs 05 mths	Ga. Dept. of Human Resources
Smith, Patricia H	34 yrs 00 mths	DHR – DFACS	Anderson, Ralph	28 yrs 03 mths	Ga. Dept. of Corrections
Cravey, Alan W	34 yrs 00 mths	Ga. Dept. of Transportation	Reddy, Willodean	28 yrs 03 mths	DHR – DFACS
Jefferson, Henry L	34 yrs 00 mths	Ga. Dept. of Transportation	Liles, Melbern B	28 yrs 03 mths	Ga. Public Telecom. Commission
Oneal Jr, Lewis P	34 yrs 00 mths	Ga. Dept. of Transportation	Norman Jr, Clyde William	28 yrs 01 mths	General Assembly of Georgia
Garner, Kathryn R	34 yrs 00 mths	Ga. Dept. of Transportation	Davidson, Edith H	28 yrs 01 mths	CSB – McIntosh Trail
Maye, Michael F	34 yrs 00 mths	Ga. Dept. of Transportation	Donaldson, Jennie E	28 yrs 00 mths	Ga. Dept. of Human Resources
Hightower, Harold	34 yrs 00 mths	Ga. Dept. of Transportation	Skipper, Tommie D	28 yrs 00 mths	Tax Officials
Allen, Barbara	34 yrs 00 mths	DHR – DFACS	Young, Irene	28 yrs 00 mths	Ga. Dept. of Human Resources
Castleberry, Harolyn L	34 yrs 00 mths	Ga. Dept. of Transportation	Whitlock Sr, James Larry	27 yrs 09 mths	Ga. Bureau of Investigation
Jones, Betty D	34 yrs 00 mths	Ga. Dept. of Natural Resources	Stewart, Harry Dale	27 yrs 04 mths	Georgia Building Authority
Pearre, Patricia M	34 yrs 00 mths	DHR – Public Health	Williamson, Mary Lee W	27 yrs 04 mths	DHR – DFACS
Lewis, Robert L	34 yrs 00 mths	Ga. Dept. of Human Resources	Barry, Robert F	27 yrs 03 mths	Ga. Dept. of Corrections
Liles, Carolyn T	34 yrs 00 mths	DHR – DFACS	Blocker, Shirley T	27 yrs 03 mths	Ga. Dept. of Human Resources
Dawkins, Jerome T	34 yrs 00 mths	Ga. Dept. of Human Resources	Miller, Mary B	27 yrs 02 mths	DHR – Public Health
Duncan, Dennis L	34 yrs 00 mths	Ga. Dept. of Corrections	Jordan, Carole J	27 yrs 01 mths	Ga. Dept. of Corrections
Nocera, Ronald E	34 yrs 00 mths	Ga. Dept. of Audits	Scott, Dell	27 yrs 00 mths	CSB – McIntosh Trail
Thomas, Howard A	34 yrs 00 mths	Ga. Dept. of Human Resources	Poole, Mary W	26 yrs 11 mths	Ga. Dept. of Veterans Service
Stephens, Michael J	34 yrs 00 mths	Ga. Dept. of Human Resources	Wilson, Martha C	26 yrs 09 mths	Tax Officials
Kea, Wanda H	34 yrs 00 mths	DHR – DFACS	Horne, Bobbie H	26 yrs 09 mths	Superior Courts of Georgia
Curlee, Nancy A.	34 yrs 00 mths	Ga. Dept. of Admin. Services	McDonald, Tony I	26 yrs 09 mths	Tax Officials
McCranie, Von Slade	34 yrs 00 mths	CSB – South Georgia	Clark, Billy Joe	26 yrs 06 mths	Ga. Dept. of Corrections
Simmons, William P	34 yrs 00 mths	Ga. Dept. of Transportation	Flynn, Hannah C	26 yrs 06 mths	DHR – Public Health
Mullis, Henry M	34 yrs 00 mths	Ga. Dept. of Human Resources	Ponder, Essie	26 yrs 06 mths	Ga. Dept. of Education
Gay, Marianne T	34 yrs 00 mths	Ga. Dept. of Human Resources	Griffin, Marjorie Ellen	26 yrs 05 mths	DHR – DFACS
Whipple, Louvenia T	34 yrs 00 mths	Ga. Dept. of Human Resources	Glass, Joyce	26 yrs 02 mths	Ga. Dept. of Human Resources
Brown, Addie P	34 yrs 00 mths	Ga. Dept. of Human Resources	Lamb, Patricia F	26 yrs 00 mths	DHR – DFACS
Goodson, Audrey C	34 yrs 00 mths	Ga. Dept. of Human Resources	Blackston, Lary E	25 yrs 10 mths	Ga. Dept. of Human Resources
Veal, Beverly B	34 yrs 00 mths	Ga. Dept. of Human Resources	Granby, Barbara A	25 yrs 10 mths	Ga. Dept. of Human Resources
Willis, Wilma P	33 yrs 11 mths	Tax Officials	Brazile, Mary E	25 yrs 10 mths	Ga. Dept. of Human Resources
Gay, Dorothy A	33 yrs 03 mths	Ga. Dept. of Human Resources	Joyner, Marilyn W.	25 yrs 09 mths	Ga. Dept. of Corrections
Satterfield Jr, Joe M	33 yrs 03 mths	Ga. Dept. of Human Resources	Baskin, Clara B	25 yrs 08 mths	General Assembly of Georgia
Allen, Lorenza W	32 yrs 03 mths	Ga. Dept. of Human Resources	Kennedy, Johnny E	25 yrs 08 mths	Ga. Dept. of Public Safety
Strozier, Robby L	32 yrs 02 mths	DHR – DFACS	Davis Jr, Mitchel L	25 yrs 07 mths	Ga. Dept. of Corrections
Griswold, Theotis	32 yrs 00 mths	Ga. Dept. of Human Resources	McDonald, Florence L	25 yrs 07 mths	Tax Officials
Jones, Betty J	32 yrs 00 mths	Ga. Dept. of Human Resources	Simpson Jr, Lee Arthur	25 yrs 03 mths	Ga. Dept. of Human Resources
Johnson, Mildred W	31 yrs 10 mths	Ga. Dept. of Human Resources	Carter, Cassandra M	25 yrs 01 mths	Office of Comm. of Insurance
Quarterman, Alfred E	31 yrs 09 mths	CSB – Tidelands	Bond, Janice Ruth	25 yrs 01 mths	CSB-Cobb County
Narey, James H	31 yrs 09 mths	CSB – GA Highlands	Smith, Joy S.	25 yrs 00 mths	DHR – DFACS
Byrd, Josie B	31 yrs 07 mths	Ga. Dept. of Human Resources	Ransby, Ida Mae	25 yrs 00 mths	Ga. Dept. of Human Resources
Moore Jr, L Silas	31 yrs 02 mths	State Board Pardons & Paroles	Goldsborough, Edna W	25 yrs 00 mths	Ga. Dept. of Human Resources
Whitener, Brenda W	30 yrs 11 mths	Ga. Dept. of Agriculture	Powell, Melba T	25 yrs 00 mths	Tax Officials
Whitehead, John M	30 yrs 11 mths	Dept. of Juvenile Justice	Terry, Gretchen L	24 yrs 11 mths	Ga. Dept. of Natural Resources
Davis, Tommy	30 yrs 09 mths	Ga. Dept. of Human Resources	Hurt, Harrison M	24 yrs 10 mths	Dept. of Juvenile Justice
Wimberly, Essie M	30 yrs 05 mths	Ga. Dept. of Labor	Hudson, Mary A	24 yrs 07 mths	DHR – Public Health
Craven, Mary L	30 yrs 04 mths	Ga. Dept. of Public Safety	Lewallen, William J	24 yrs 01 mths	Ga. Dept. of Public Safety
Killings, Nornitta	30 yrs 03 mths	DHR – Public Health	Alley, William H	24 yrs 00 mths	Dept. of Corrections
Gay, Laura O	30 yrs 03 mths	DHR – DFACS	Walter, Susan V	23 yrs 11 mths	Ga. Dept. of Corrections
Brown, Rudene M	30 yrs 03 mths	DHR – DFACS	Henderson, Darquitta Q	23 yrs 08 mths	Ga. Dept. of Human Resources
Davis, Martha	30 yrs 03 mths	Superior Courts of Georgia	Frei, Irene E	23 yrs 07 mths	DHR – Public Health
Barrett, Mary B	30 yrs 02 mths	CSB – Chatt-Flint	Williams, Ronald L	23 yrs 04 mths	Ga. Dept. of Education
Smith, Tommie J	30 yrs 02 mths	DHR – Public Health	Oneal, Reginald Talmadge	23 yrs 01 mths	Ga. Dept. of Corrections
Walrath, Mary C	30 yrs 02 mths	DHR – Public Health	Gay, Herman G	22 yrs 08 mths	Ga. Dept. of Corrections
Haselton, Pamela Jane	30 yrs 02 mths	Ga. Dept. of Human Resources	Trawick, Alice Marie	22 yrs 02 mths	Ga. Dept. of Human Resources
Pugh, Faye F	30 yrs 02 mths	Ga. Dept. of Human Resources	Cave, Laura A	22 yrs 00 mths	DHR – Public Health
Reid, Percy Lee	30 yrs 02 mths	Ga. Dept. of Transportation	Suggs, Shirley M	21 yrs 07 mths	Dept. of Juvenile Justice
Davis, Myrna M	30 yrs 01 mths	CSB-Pineland Area MH, MR, & SA	McEntyre, Joan J	21 yrs 02 mths	DHR – Bocop
Moye, Percil	30 yrs 01 mths	Ga. Dept. of Corrections	Gamel Jr, Herbert C	21 yrs 01 mths	Ga. Dept. of Transportation
Ruffolo, Tisha T	30 yrs 01 mths	DHR – DFACS	Reeves, Charlyne	20 yrs 09 mths	Ga. Dept. of Human Resources
Martin, John L	30 yrs 01 mths	CSB – Ogeechee	Algier, Armand A	20 yrs 08 mths	Ga. Public Service Commission
Brown, Emily C	30 yrs 01 mths	Ga. Dept. of Human Resources	Carter, Doris Gipson	19 yrs 01 mths	CSB – Clayton County
Tripp, Robert W	30 yrs 00 mths	DHR – DFACS	Cheek, Benjamin W	18 yrs 08 mths	Ga. Dept. of Transportation
Davis, Dorothy O	30 yrs 00 mths	Ga. Dept. of Human Resources	Norton, Brenda D	18 yrs 07 mths	Ga. Dept. of Corrections
Tiburski Jr, Raymond J	30 yrs 00 mths	Ga. Dept. of Corrections	Goldsmith Jr, Willie Taylor	18 yrs 04 mths	Ga. Dept. of Corrections
Madison, Myrtis G	30 yrs 00 mths	Ga. Dept. of Human Resources	Gilland, Martha M	18 yrs 03 mths	Office of Planning and Budget

continued on page 9



# Your 2001-2002 Flexible Benefits Plan



By now you have received your 2001-2002 “You Decide” booklet. What better time to make the most of all the benefit options available to you through the Flexible Benefits Program — for your health, your family, your retirement. Open Enrollment for 2001-2002 runs from April 16 to May 15 and includes some important changes (see inside for details).

“I’ve worked in both private industry and state government over the past several years, and there is no comparison. The State Flexible Benefits Plan offers better benefit options at a price that fits into my budget.”  
— Cheryl Rogers

## ELECTRONIC OPEN ENROLLMENT

It’s here! During the 2001-2002 annual Open Enrollment period, employees will have the choice of selecting their State of Georgia Flexible Benefit Program options via the 2001-2002 Open Enrollment Website. Employees who have access to the Internet at work or at home can select their benefits electronically by accessing the Flexible Benefits Program’s special website at [www.gabenefits.org](http://www.gabenefits.org). The website will be available April 16 through May 4, 2001, Monday – Sunday, from 7:00 a.m. to midnight.

If you do not have access to the Internet or do not wish to utilize the Electronic Open Enrollment process, complete your personalized paper Options Statement and remember to return it to your department by your department’s deadline.

*New employees hired after February 1, 2001 will select their benefits by completing the personalized paper Options Statement.*

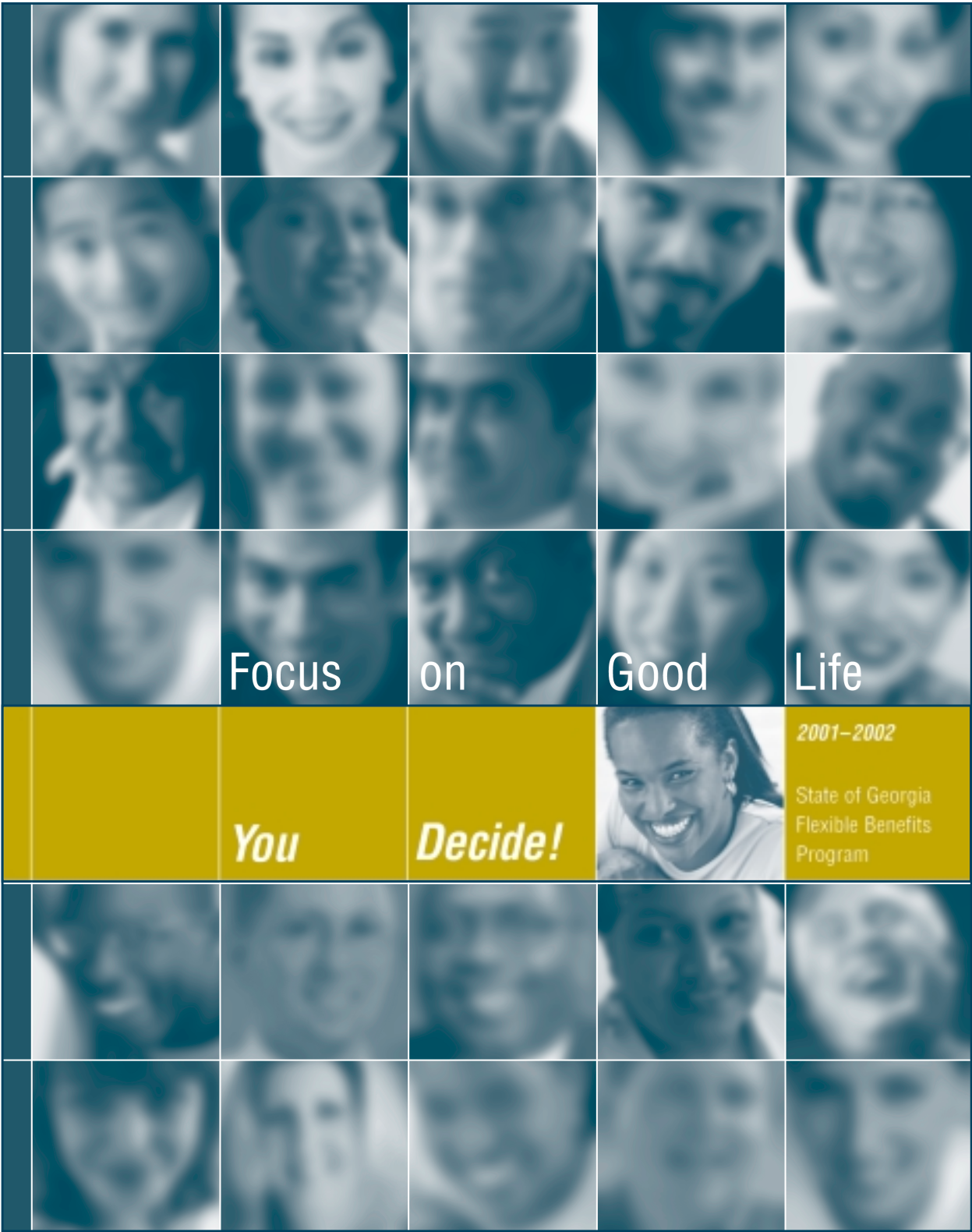
### “How-To” Booklet

To learn how to navigate through the on-line Open Enrollment benefit selection process, use the Electronic Open Enrollment “Web On-Line Instruction” brochure from your personnel/payroll office. You can also access the Georgia Merit System website at [www.gms.state.ga.us](http://www.gms.state.ga.us) for a copy of this brochure.

### On-line Help Desk

In addition to the brochure, an Electronic Open Enrollment Help Desk is available for assistance on how to navigate the website. The Help Desk will be available from April 16 through May 4, 2001, Monday – Friday (excluding State Holidays), from 7:00 a.m. to 6:00 p.m.

“This year I plan to select my benefits on the Electronic Open Enrollment website.”  
— Liz Hurst



## BENEFIT FAIRS

For answers to your benefit questions, don’t miss the annual Benefit Fairs this April and May, 2001. Held at various locations around the state by the Georgia Merit System and the Department of Community Health, the benefit fairs will have experts on hand from all the plans.

You don’t have to be an employee of the host department to attend a Benefit Fair. If you are an employee of a school system, library or Regional Educational Service Agency not currently participating in the Flexible Benefits Program offered through the Georgia Merit System, you may still meet with representatives from the Health Plan.

See page 8 for a schedule of benefit fairs.

“We chose the HMO Health Benefits option instead of using the plan where my husband works. For one thing, this plan includes coverage for preventive care, and that’s important to us.”  
— Maggie Conde



# What's New for 2001-2002

## Changes You'll Want to Know About

Here's an overview of what's new for 2001-2002 in the Flexible Benefits Program:

- Electronic Open Enrollment
- Electronic Open Enrollment Help Desk
- Preferred Provider Organization (PPO) option now has a national network of providers
- Coverage for Preventive Care office visits under the High Option
- Enhanced coverage for lab work, tests, and other Preventive Care services
- Co-payment plan for Prescription Drugs
- Increase in maximum contribution level to the Health Care Spending Account
- Expanded investment opportunities for Deferred Compensation Program

For more information about all your options, be sure to read your *You Decide!* booklet carefully. There are also important details about the State Health Benefit Plan in the Spring 2001 UPDATER.

### FOR HEALTH

The **Preferred Provider Organization (PPO)** will have a national network of providers, making it possible for you to get benefit coverage, with protection from balance billing, if you are traveling or have dependents spending time outside of Georgia, or if you want to access a national PPO provider outside of Georgia.

Under the **High Option**, the plan will cover preventive care office visits, subject to deductible and co-insurance. Plus, coverage for **preventive care** services has been enhanced, and provides up to \$200 for covered **lab work and tests**, without any deductible, covered at 100%, plus \$125 for screening mammograms, up \$50 from last year.

You only have to pay one of three co-payments for **prescription drugs** under both the PPO and High options, so you won't have to pay up front and wait for a reimbursement if you use an Express Scripts network pharmacy. And there's no deductible. The co-payments are \$10 for generic drugs, \$20 for preferred brand-name drugs, and 20% co-insurance for non-preferred brand-name drugs, with a minimum of \$35 and a maximum of \$75. (See the Spring 2001 UPDATER for details.)

### SPENDING ACCOUNTS

The health care spending account maximum will be increased to \$5,040 annually (\$420 per month) from \$3000 (\$250 per month).

### DEFERRED COMPENSATION PROGRAM FOR ELIGIBLE EMPLOYEES

Effective July 1, 2001, the Deferred Compensation Program will be expanding the investment opportunities available to many participants by offering a Self-Directed Brokerage option, with more than 6,000 mutual funds available for investment. In addition, two new mutual funds will be added to the investment choices offered as "core" options to all participants. For more details on this upcoming enhancement to your retirement investment program, please see page 52 of your "You Decide" booklet or access the Georgia Merit System website at [www.gms.state.ga.us](http://www.gms.state.ga.us).

*Remember that Deferred Compensation is not a part of the Flexible Benefit Program; therefore, you may enroll at any time.*

“ I take my son to preschool downtown, which is great because it's so close and convenient. But the cost of daycare is still a significant expense. With the Child Care Spending Account option, it's like I'm getting some of that back, since it helps me save on my taxes. ”

— Gina Cassert

## Where to Find More Information

### State Health Benefit Plan

- Plan booklet (last publication November 1, 1995)
- UPDATER
  - Spring 2001
  - January 2001
  - Spring 2000
  - July 1999
  - Spring/Summer 1999
  - October 1998
  - Spring/Summer 1998
  - October 1997
  - Spring/Summer 1997
  - April 1996
- Comparison of benefits package including directories of participating HMO providers and Health Plan Decision Guides
- Georgia PPO Provider Directory: [www.healthygeorgia.com](http://www.healthygeorgia.com)
- National PPO provider listing also available at [www.healthygeorgia.com](http://www.healthygeorgia.com)
- Additional information about each HMO available from HMOs

### Dental Coverage

- Plan booklet
- List of PPO dentists — request from Phoenix Home Life (1-800-451-2513)
- List of participating dentists for the Prepaid Plan — request from CompBenefits (1-800-342-5209) or [www.compbenefits.com](http://www.compbenefits.com)

### Vision Coverage

- List of in-network providers: [www.spectera.com](http://www.spectera.com)

### Health Care Spending Account

- Plan booklet
- IRS Publication 502
- [www.shps.net](http://www.shps.net)
- [www.gms.state.ga.us/employee/faqs.asp](http://www.gms.state.ga.us/employee/faqs.asp)

### Dependent (Child) Care Spending Account

- Plan booklet
- IRS Publications 503 and 504
- [www.shps.net](http://www.shps.net)
- [www.gms.state.ga.us/employee/faqs.asp](http://www.gms.state.ga.us/employee/faqs.asp)

### Long-Term Disability Insurance

- Plan booklet
- Plan booklet for the State Retirement System
- Plan booklet for your retirement system

### Legal Insurance

- Plan booklet
- Signature Legal Care Brochure

### Life Insurance

- Plan booklet

### Dependent Life Insurance

- Plan booklet

### AD&D Insurance

- Plan booklet

### Short-Term Disability Insurance

- Plan booklet

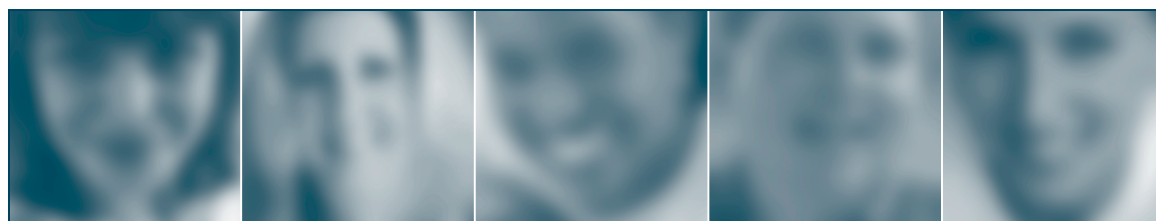
### Long-Term Care Insurance

- Enrollment kit — request from Unum (1-888-764-3539)

### Deferred Compensation

- Fund Prospectus — request from Great-West (1-800-701-8255)
- [www.gms.state.ga.us/employee/deferred.asp](http://www.gms.state.ga.us/employee/deferred.asp)

Ask your personnel/payroll office about the availability of the publications listed.





# An Overview of Your Choices

For Open Enrollment April 16 – May 15, 2001

Take time to consider all the options available to you through the Flexible Benefits Program.

### HEALTH

Eligible employees may choose single or family coverage in:

- **Standard Preferred Provider Organization (PPO)**, a network of doctors, hospitals and other health-care providers who have agreed to offer their services at discounted rates. The PPO provides benefits for in-network and out-of-network care, but you'll receive a higher level of benefit coverage from a network provider.
- **Health Maintenance Organization (HMO)**, offering covered medical services through the HMO's network of healthcare providers. You must use a network provider, except in an emergency. You must also choose a primary care physician who will issue referrals for specialty care.
- **Consumer Choice PPO or HMO**, allowing you to nominate an out-of-network provider to give care on an in-network basis. Your premiums will be higher than those for the Standard PPO or HMO.
- **High Option (Indemnity Plan)**, a traditional health insurance plan allowing you to see any doctor you choose and paying a percentage of your costs after you meet the deductible. The High Option is more expensive than all the other options.

### DENTAL

You may select:

- **Regular Dental Option**, using any dentist you choose, and reimbursing all or part of covered services based on the usual, customary and reasonable (UCR) rates.
- **Preferred Provider Organization (PPO)**, allowing you to use either a PPO-member dentist or a non-PPO dentist; you will pay a non-PPO dentist directly for any charges above the UCR rate schedule set by the insurance company.
- **Prepaid Option**, using only a participating member dentist or specialist; all you'll pay is a set co-payment or no payment at all, depending on the service provided.

### VISION

Coverage includes routine eye exams after a \$10 co-payment and eyeglass lenses or contact lenses after a \$20 co-payment if you use a network provider. You will receive partial reimbursement if you choose an out-of-network provider.

### SPENDING ACCOUNTS

Setting aside pre-tax dollars can save you 26 percent to 45 percent, depending on your tax situation. You may contribute to an account for either or both:

- **Healthcare**, up to \$5,040 per year
- **Dependent Care**, up to \$4,992 per family per year

### LIFE AND AD&D

You can elect coverage for you at:

- up to five times your pay
- up to \$500,000 per year

### DEPENDENT LIFE

You may choose from either:

- \$6,000 for your spouse and \$3,000 for each eligible child
- \$12,000 for your spouse and \$6,000 for each eligible child

### DISABILITY

To replace 60% of your income (up to plan limits) when you are unable to work, you may choose short-term and/or long-term disability insurance.

### LONG-TERM CARE

This plan is offered to you, your spouse, parents and parents-in-law for care provided at a nursing home, adult daycare center or at home. Your premium is based on your age as of the Benefit Calculation Date or your date of hire, whichever is later. Family members' premiums are based on their age as of the date they apply for coverage. Their premiums are billed directly by the insurance company.

### LEGAL

Coverage is available using an in-network attorney who has agreed to provide services at reduced rates; or you may receive partial reimbursement for using your own attorney. The plan includes a toll-free hotline for legal advice.

## Looking at the Pre-Tax Advantage

When you make contributions toward such options in your Flexible Benefit Program as medical and dental care, spending accounts, and life insurance, or when you set aside money in the Deferred Compensation Savings Plan, you're actually saving on your taxes. That's because the funds are taken out of your paycheck before federal and state income taxes and Social Security (FICA) taxes are withheld. This gives you a pre-tax advantage. It means your taxable pay is lower ... and so are your taxes. Over the course of the year you'll have more money in your paycheck — or more to spend on benefits than you would have if you paid for your premiums with after-tax dollars.

Using pre-tax premiums will not affect other employee benefits that are based on pay — any State of Georgia retirement system, life insurance, disability, and pension benefits. Those benefits will be based on your full pay before pre-tax premiums are taken out.

Because you pay for some flexible benefit options with pre-tax dollars and some with after-tax dollars, you'll want to read your Option Statement closely to get complete information. If you have questions, see your personnel/payroll representative or call the Flexible Benefits Program at 404-656-2730 (in Atlanta) or 1-888-968-0490 (toll-free outside the metro Atlanta area).

The example below shows the impact of the pre-tax advantage for an employee earning \$25,000 a year with annual premiums of \$1,800.

	with after-tax premiums	with pre-tax premiums	With pre-tax premiums, this employee saves \$516 in taxes, and has \$516 more to spend on other benefits ... or take home.
Annual pay	\$25,000	\$25,000	
Annual pre-tax premiums	0	-1,800	
Taxable pay	\$25,000	\$23,200	
Income and FICA taxes	-3,513	-2,997	
Annual after-tax premiums	-1,800	0	
Take-home pay	\$19,687	\$20,203	

“ My wife and I wanted to invest a portion of our money into a plan that would provide us with a nest egg for the future. The Deferred Compensation Program has done just that. ”


— Bryan Haines



# Flexible Benefits Program Calendar

What to Expect — When	
April 1, 2001	All pay-related benefits (life insurance, AD&D, and disability) are based on your Benefit Salary and/or Benefit Age on this date.
April 16 – May 4, 2001	Website available for on-line benefit enrollment from 7:00 AM – Midnight.
April 16 – May 15, 2001	Open Enrollment period; attend training meetings and benefit fairs, review your enrollment and benefit materials and submit completed forms.
May 4 – June 8, 2001	Confirmation statements prepared, completed, and distributed showing the amount that will be taken from your paycheck beginning in June. Check your Statement carefully to be sure your choices have been recorded correctly. Contact your personnel/payroll office immediately if you discover an error.
May __, 2001	Your agency's deadline for submitting your Option Statement and all required forms — write it in the blank.
June 15, 2001	Your first payroll reductions of the new plan year for your health benefit plan premiums and one-half of your monthly spending account contributions.
June 30, 2001	Your first payroll reductions of the new plan year for premiums for all other Flexible Benefit options and the remaining one-half of your monthly spending account contributions.
July 1, 2001	Coverage effective date for FLEX ... provided you are not absent from work on the first scheduled work day in July due to illness or disability; for Health benefits ... provided you are at work or on a paid leave of absence on the first scheduled work day in July.
July 14, 2001	Notify your personnel/payroll office if you have not received your SHBP ID card or Notice of HMO Membership Action Form by this date.
May, 2002	Last salary reductions for Flexible Benefit premiums for 2001-2002.
June 30, 2002	Last day of coverage for the 2001-2002 plan year, and the last day to incur eligible expenses for reimbursement from the spending accounts for the plan year.
September 30, 2002	Deadline for filing spending account claim forms for expenses incurred during the 2001-2002 Plan Year (July 1, 2001 – June 30, 2002). Claims must be postmarked by this date.

# Benefit Fairs 2001



<p><b>April 12</b> 9:00 – 2:00 Department of Labor Sussex Room 258 148 International Blvd. Atlanta, GA 30303</p> <p><b>April 16</b> 9:00 – 3:00 Central State Hospital Auditorium Broad Street Milledgeville, GA 31062</p> <p><b>April 17</b> 10:00 – 2:00 DeKalb County Health Bohan Auditorium 445 Winn Way Decatur, GA 30030</p> <p><b>April 18</b> 9:00 – 12:30; 1:30 – 4:00 West Central GA Regional Hospital Gymnasium 3000 Schatulga Road Columbus, GA 31907</p>	<p><b>April 19</b> 3:00 – 6:00 Hall County School System Lanier Elementary Gymnasium Gainesville, GA 30501</p> <p><b>April 20</b> 9:00 – 4:00 DeKalb County DFACS 178 Sams Street Decatur, GA 30030</p> <p><b>April 20</b> 9:00 – 3:00 Clarke County DFACS Conference Rooms A &amp; B 284 North Avenue Athens, GA 30603</p> <p><b>April 24</b> 9:30 – 3:00 NW Georgia Regional Hospital Therapy Center 1305 Redmond Circle Rome, GA 30165</p>	<p><b>April 25</b> 11:00 – 2:00 Cherokee Board of Education Holly Springs Bus Garage 1665 Hickory Road Canton, GA 30115</p> <p><b>April 25</b> 9:00 – 1:00 Richmond County DFACS 520 Fenwick St. Augusta, GA 30901</p> <p><b>April 26</b> 8:30 – 12:00 Gwinnett Public Library System Collins Hill Library 455 Camp Perrin Road Lawrenceville, GA 30043</p> <p><b>April 26</b> 9:00 – 3:00 Gracewood Hospital Gym Peach Orchard Road Hwy. 25 to Tobacco Road Gracewood, GA 30812</p>	<p><b>April 27</b> 9:00 – 3:00 Savannah Regional Hospital Gymnasium 1915 Eisenhower Drive Savannah, GA 31406</p> <p><b>April 30</b> 9:00 – 1:00 Georgia Emergency Mgt. Agency 935 E. Confederate Ave. Atlanta, GA 30316</p> <p><b>May 1</b> 9:00 – 2:00 Southwestern State Hospital Gymnasium 400 South Pinetree Blvd. Thomasville, GA 31799</p> <p><b>May 2</b> 9:00 – 3:00 Atlanta Regional Hospital Gymnasium (The Oasis) 3073 Panthersville Road Decatur, GA 30034</p>	<p><b>May 2</b> 10:00 – 12:00; 1:00 – 3:00 Roosevelt Warm Springs Institute Roosevelt Hall, Oak Road Warm Springs, GA 31830</p> <p><b>May 3</b> 9:00 – 1:00 Bibb County DFACS 456 Oglethorpe Street 3rd Floor Training Room Macon, GA 31201</p> <p><b>May 4</b> 9:00 – 2:00 DOT Gainesville Conference Room 2505 Athens Hwy. Gainesville, GA 30507</p> <p><b>May 7</b> 10:00 – 2:00 Two Peachtree Building Second Floor Lobby 2 Peachtree St., NW Atlanta, GA 30303</p>	<p><b>May 9</b> 9:00 – 11:00 DOT Chamblee Auditorium 5025 New Peachtree Rd., NE Chamblee, GA 30341</p> <p><b>May 10</b> 10:00 – 3:00 Twin Towers Office Building Third Floor Plaza 200 Piedmont Ave. Atlanta, GA 30334</p> <p><b>May 11</b> 8:30 – 2:00 Twin Towers Office Building Room To Be Determined 200 Piedmont Ave. Atlanta, GA 30334</p>
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Congratulations to these dedicated state retirees

January 2001 (continued)					
Hall, Sharon O	18 yrs 03 mths	Ga. Dept. of Human Resources	Mercer, Agnes M	34 yrs 01 mths	Ga. Dept. of Human Resources
Parker, Willie A	18 yrs 02 mths	Ga. Dept. of Natural Resources	Raiford Sr, Henry J	34 yrs 01 mths	Ga. Dept. of Transportation
Rushing, Kerby Allen	18 yrs 01 mths	Ga. Dept. of Corrections	Osborne, Darrell M	34 yrs 00 mths	Ga. Dept. of Transportation
Clark Jr, James Samuel	18 yrs 00 mths	Ga. Dept. of Corrections	Jordan, Patricia D	34 yrs 00 mths	Ga. Dept. of Transportation
Diaz, Pedro	17 yrs 09 mths	Ga. Dept. of Corrections	Bailey, Kenneth Ray	34 yrs 00 mths	Georgia Forestry Commission
Lattimore, Roxie	17 yrs 05 mths	Ga. Dept. of Education	Watts Jr, Oliver S	34 yrs 00 mths	Ga. Dept. of Natural Resources
Boston, Robert L	17 yrs 04 mths	Ga. Dept. of Transportation	Hendrix, Bernard R	34 yrs 00 mths	Ga. Dept. of Human Resources
Dimorier, Frank Robert	17 yrs 03 mths	Ga. Dept. of Human Resources	Branch, Larry E	34 yrs 00 mths	Ga. Dept. of Corrections
Wiley, Albertha	17 yrs 02 mths	Ga. Dept. of Human Resources	Lewis, Hugh L	34 yrs 00 mths	Ga. Dept. of Labor
Chandler, Joyce R	16 yrs 11 mths	DHR – DFACS	Bing, John E	34 yrs 00 mths	Ga. Dept. of Human Resources
Ballard, Letitia D	16 yrs 10 mths	DHR – Public Health	Mobley, Susan D	34 yrs 00 mths	DHR – DFACS
Cook, Arlanza L	16 yrs 09 mths	Ga. Dept. of Corrections	Jukes, George R	34 yrs 00 mths	Ga. Dept. of Transportation
Brockway Jr, Lawrence N	16 yrs 08 mths	Ga. Dept. of Veterans Service	Davis, Bernice	34 yrs 00 mths	Department of Revenue
Boswell, Velma L	16 yrs 07 mths	CSB – Northeast GA Center	Skelton, James H	34 yrs 00 mths	Ga. Dept. of Transportation
Nixon, Clarence H	16 yrs 06 mths	Ga. Student Finance Commission	Chapman, John A	34 yrs 00 mths	Ga. Dept. of Corrections
Dowdell, Sharonlyn S	16 yrs 04 mths	Ga. Dept. of Medical Assistance	Palmer, Troy H	34 yrs 00 mths	Ga. Dept. of Public Safety
Vinson, Mary A	16 yrs 03 mths	Georgia Building Authority	Ezell, David E	34 yrs 00 mths	Ga. Dept. of Human Resources
Casey Sr, Dan F	16 yrs 03 mths	Tax Officials	Thompson, Barry	34 yrs 00 mths	Ga. Dept. of Transportation
Griffin, Kathryn V	16 yrs 00 mths	Ga. Dept. of Human Resources	Thomas Jr, Ferman	34 yrs 00 mths	Ga. Dept. of Human Resources
Dunn, Jimmie H	16 yrs 00 mths	Tax Officials	Tibbitts, Doris C	34 yrs 00 mths	DHR – DFACS
Puckett Jr, John Robert	15 yrs 08 mths	Ga. Dept. of Corrections	Clay Jr, Andrew	34 yrs 00 mths	Ga. Dept. of Human Resources
Alexander, George Terry	15 yrs 07 mths	State Board Pardons & Paroles	Brown, Sandra Louise	34 yrs 00 mths	Ga. Dept. of Human Resources
Wilson, Teri W	15 yrs 07 mths	DHR – DFACS	Hicks, Alice F	33 yrs 08 mths	CSB – Northeast GA Center
Highfield, Herbert H	15 yrs 03 mths	Veterans Service	Hogan, Robert L	33 yrs 04 mths	Ga. Dept. of Corrections
Jenkins, Dorothy Ann	15 yrs 03 mths	Dept. of Juvenile Justice	Brock, Grace L	32 yrs 10 mths	Ga. Dept. of Corrections
Thomas, Louise E	15 yrs 01 mths	Georgia Forestry Commission	Rogers, Dianne J	32 yrs 07 mths	Ga. Teachers Retirement Sys.
Craft, Jerry Eugene	14 yrs 11 mths	Ga. Dept. of Corrections	Carithers, Mittie Sue M	32 yrs 06 mths	Dept. of Juvenile Justice
Ashworth, Marilee	14 yrs 10 mths	Ga. Dept. of Education	Gordy, Lucia W	32 yrs 05 mths	Ga. Dept. of Public Safety
Hightower, Larry	14 yrs 09 mths	Ga. Dept. of Corrections	Lacienski, Johnny C	32 yrs 04 mths	Ga. Dept. of Public Safety
Stewart, Mary B	14 yrs 06 mths	Ga. Dept. of Human Resources	Kelly, Elizabeth H	32 yrs 00 mths	DHR – DFACS
Stansberry, Richard B	14 yrs 05 mths	Department of Revenue	Yawn, Robert James	31 yrs 07 mths	Ga. Dept. of Corrections
Walters, Sandra H	14 yrs 02 mths	GA. Industry, Trade & Tourism	Osborne, Gary G	31 yrs 07 mths	Ga. Dept. of Corrections
Passmore, Naomi	13 yrs 09 mths	CSB – McIntosh Trail	Fowler, Dorris A	30 yrs 08 mths	Ga. Dept. of Admin. Services
Backmon, Jeredine	13 yrs 07 mths	Ga. Dept. of Human Resources	Helton, Roger D	30 yrs 08 mths	Ga. Dept. of Transportation
Thomas, Donnis G	13 yrs 07 mths	Ga. Dept. of Labor	Hudgins, Ronald L	30 yrs 02 mths	Ga. Dept. of Transportation
Owens, John Theodore	13 yrs 00 mths	Ga. Dept. of Human Resources	Hinson Jr, Albert C	30 yrs 01 mths	Ga. Dept. of Human Resources
Sumner Jr, George W	13 yrs 00 mths	Ga. Dept. of Corrections	Henry, Cassandra Elaine	30 yrs 00 mths	DHR – Public Health
Jones, Dorothy	12 yrs 07 mths	Georgia Building Authority	Vellan, Barbara	30 yrs 00 mths	DHR – DFACS
Johns, Patricia E	12 yrs 01 mths	Ga. Dept. of Human Resources	Lewis, Alice E	30 yrs 00 mths	Ga. Dept. of Labor
Stinson, Olden Edward	12 yrs 00 mths	Ga. Dept. of Human Resources	Hughes, Barbara L	29 yrs 04 mths	Ga. Dept. of Labor
Sheppard, Helen S	11 yrs 10 mths	Ga. Dept. of Corrections	Howard, Betty C	29 yrs 00 mths	Ga. Dept. of Human Resources
Brackins, Mary Alice	11 yrs 06 mths	CSB – Gwinnett/Rockdale/Newton	Waddell, Jacqueline W	28 yrs 10 mths	DHR – DFACS
Wilkerson, Edward	11 yrs 06 mths	Ga. Dept. of Transportation	Snell, James A	28 yrs 06 mths	Ga. Dept. of Corrections
Collins, Thomas Carl	11 yrs 04 mths	Ga. Dept. of Corrections	Smith, Christine S	28 yrs 06 mths	CSB – New Horizons
Hughes, Patricia Linfield	11 yrs 04 mths	CSB – GA Mountains	Burgess, Carol F	28 yrs 04 mths	DHR – DFACS
Lott, Horace E	11 yrs 02 mths	Chattahoochee Tech Institute	Coffman, Janice M	28 yrs 03 mths	Department of Revenue
McCorkle, Jean G	11 yrs 01 mths	Ga. Dept. of Labor	Maddox, Nell Y	28 yrs 03 mths	Ga. Dept. of Human Resources
Sterling, Joan V	11 yrs 01 mths	Ga. Dept. of Education	Hillman, Annie B	28 yrs 01 mths	Ga. Dept. of Human Resources
Lopez, Elsa R	10 yrs 10 mths	Ga. Dept. of Corrections	Barrow, Cynthia K	27 yrs 11 mths	DHR – DFACS
Hudgins, Sammy Gower	10 yrs 09 mths	Ga. Dept. of Corrections	Brantley, Wynelle	27 yrs 04 mths	CSB – Oconee
Daniel, Donald J	10 yrs 07 mths	Ga. Dept. of Public Safety	Peters, Maurice W	27 yrs 04 mths	Ga. Dept. of Corrections
Caldwell, Janie S	10 yrs 07 mths	CSB – South Georgia	Mainor, Agnes L	27 yrs 01 mths	Ga. Dept. of Human Resources
Glover, Jeanne C.	10 yrs 07 mths	Ga. Dept. of Human Resources	Cuddington, Patricia Anne	26 yrs 06 mths	Ga. Dept. of Human Resources
Dodd, Ada F	10 yrs 06 mths	Tax Officials	Buchanan, Frances M	26 yrs 04 mths	Ga. Dept. of Human Resources
Creel, Boyce G	10 yrs 06 mths	Tax Officials	Usher, Ben H	26 yrs 04 mths	Ga. Dept. of Corrections
Jackson, Nadine Fortson	10 yrs 04 mths	CSB-New Horizons	Kennedy, Evelyn M	25 yrs 10 mths	Ga. Dept. of Labor
Chadwick, Winfield S	10 yrs 04 mths	Tax Officials	Rowe, Norma Jean	25 yrs 08 mths	Ga. Dept. of Public Safety
Yelverton, Carol	10 yrs 04 mths	Tax Officials	Cook, Ann T	25 yrs 03 mths	DHR – DFACS
Bell, Barbara B	10 yrs 04 mths	Tax Officials	Templeton, George R	25 yrs 01 mths	Office of Comm. of Insurance
Cline, Donald E	10 yrs 03 mths	DHR	Howell, Annie Lou	24 yrs 10 mths	Ga. Dept. of Human Resources
Hardy, Jeanette C	10 yrs 03 mths	Tax Officials	Lawrence, Calvin	24 yrs 09 mths	Dept. of Juvenile Justice
Burch, Barbara A	10 yrs 02 mths	CSB – Oconee	Bryson, William D	24 yrs 07 mths	Ga. Dept. of Corrections
Elsberry, Patsy O	10 yrs 02 mths	CSB – Lookout Mountain	Cobb, Donald P	24 yrs 00 mths	Tax Officials
Hudspeth, Patricia A	10 yrs 01 mths	Ga. Dept. of Labor	Atha, William Larry	23 yrs 09 mths	Georgia Building Authority
Light, Vivien C	10 yrs 01 mths	Department of Revenue	Bates, Donnie D	23 yrs 04 mths	Ga. Dept. of Public Safety
McCoy, William J	10 yrs 01 mths	Ga. Dept. of Natural Resources	Sweeney, Carolyn Freeman	23 yrs 03 mths	Ga. Dept. of Public Safety
Lord, Ethel A	10 yrs 01 mths	CSB – E. Central Georgia	Benfield, Glenner M	23 yrs 02 mths	CSB – GA Mountains
French, Auदेene W	10 yrs 00 mths	CSB – South Georgia	Patterson, Elaine	22 yrs 01 mths	Ga. Dept. of Human Resources
Speidel, Sheila E.	10 yrs 00 mths	Ga. Dept. of Human Resources	Smith, Ellis	22 yrs 01 mths	Tax Officials
Canterbury, Juliet C	10 yrs 00 mths	DHR – Public Health	Witmer, Janice E	21 yrs 08 mths	Ga. Dept. of Human Resources
Casciolini, Donald F	10 yrs 00 mths	CSB – DeKalb County	Burton, Betty C	20 yrs 08 mths	Ga. Dept. of Human Resources
February 2001			Norris, Jimmy E	20 yrs 07 mths	CSB – Coastal
McDonald, Shelby J	39 yrs 05 mths	DHR – Public Health	Johnson, Marion B	20 yrs 05 mths	Ga. Dept. of Human Resources
Fryhofer, George W	39 yrs 02 mths	State Courts	Walker, Helen D	18 yrs 10 mths	Forestry
Parker, Michael T	35 yrs 09 mths	Ga. Dept. of Transportation	Erwin, James R	18 yrs 06 mths	Department of Revenue
Beck, Barbara A	34 yrs 05 mths	Ga. Dept. of Human Resources	Euzent, Mabel Avis	18 yrs 05 mths	Ga. Dept. of Education
McGahee, Sandra G	34 yrs 04 mths	DHR – DFACS	Stewart, Loletha W	18 yrs 05 mths	Ga. Dept. of Corrections
Lanford, James H	34 yrs 02 mths	Ga. Dept. of Natural Resources	Little II, Elmer Clyde	17 yrs 04 mths	Ga. Dept. of Corrections
Glover, Elaine Reid	34 yrs 02 mths	DHR – DFACS	Primus, Fannie Mae	16 yrs 09 mths	Dept. of Juvenile Justice
Smith, Charles D	34 yrs 02 mths	Ga. Dept. of Human Resources	Stephens, Wylie V	16 yrs 06 mths	Georgia Building Authority
Hilliard, Scotty Lamar	34 yrs 01 mths	Ga. Dept. of Public Safety	Kisling, Joyce Elizabeth	16 yrs 03 mths	Ga. Public Service Commission
Brown, Owen Lanier	34 yrs 01 mths	Georgia Forestry Commission	McCroskey, Robert M	16 yrs 03 mths	Ga. Dept. of Human Resources
			Miles, Robert	16 yrs 03 mths	Office of Planning and Budget
			Caraway, Jackie Eugene	16 yrs 03 mths	Ga. Dept. of Corrections

# Congratulations to these dedicated state retirees

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February 2001 (continued)		
Patten, Nedra M	16 yrs 00 mths	Ga. Dept. of Transportation
Rogers, Annette M	16 yrs 00 mths	Ga. Dept. of Public Safety
Howell, Raymond J	15 yrs 11 mths	Ga. Dept. of Corrections
Roberts, John S	15 yrs 10 mths	Ga. Dept. of Corrections
Bridley, Willie Maxine	15 yrs 08 mths	Ga. Dept. of Human Resources
Brown, Doris L	15 yrs 07 mths	CSB – Clayton County
Dillard, Everett Brady	15 yrs 04 mths	Ga. Dept. of Public Safety
Freeman, Jimmy D	15 yrs 01 mths	Ga. Dept. of Corrections
Floyd, Eunice Myrtle	15 yrs 00 mths	Ga. Dept. of Agriculture
Stephens, Willie Jane	14 yrs 09 mths	DHR – DFACS
Zephir, Leano	14 yrs 08 mths	Ga. Dept. of Corrections
Parsons, Edward Arnold	14 yrs 01 mths	Ga. Dept. of Labor
Miller, Raymond C	13 yrs 10 mths	Ga. Dept. of Human Resources
McCormick, Plinney M	13 yrs 08 mths	Tax Officials
Ross, Diane	13 yrs 07 mths	Ga. Dept. of Corrections
Johnson, Lisa G	13 yrs 04 mths	Ga. Dept. of Human Resources
Brown, Delores Ann	12 yrs 08 mths	Department of Revenue
Wyatt, Carrie Mae	12 yrs 08 mths	Ga. Dept. of Human Resources
Cambas, Betty L	11 yrs 09 mths	Ga. Dept. of Transportation
Eason, Gloria S	11 yrs 07 mths	Ga. Dept. of Corrections
Blalock, Judy J	11 yrs 06 mths	CSB – GA Highlands
Johnson, Alvin B	11 yrs 04 mths	Ga. Dept. of Veterans Service
Riden, Lovella M	10 yrs 09 mths	Dept. of Juvenile Justice
Roberts, William A	10 yrs 04 mths	Ga. Dept. of Corrections
White, Charles Henry	10 yrs 02 mths	Ga. Dept. of Corrections

March 2001		
Jones Willie Mae	34 yrs 08 mths	Ga. Dept. of Human Resources
Brantley Ray D	34 yrs 07 mths	Ga. Dept. of Human Resources
Broome Donald Allen	34 yrs 02 mths	Ga. Dept. of Agriculture
Herbert III Edward I	34 yrs 01 mths	Georgia Forestry Commission
Albea Clinton E	34 yrs 01 mths	Ga. Dept. of Transportation
Britt George A	34 yrs 01 mths	Ga. Dept. of Human Resources
Youngblood Kenneth F	34 yrs 01 mths	Ga. Dept. of Public Safety
Ford Brenda Fields	34 yrs 00 mths	Ga. Dept. of Corrections
Beck Dale A	34 yrs 00 mths	Ga. Dept. of Corrections
Hood Rebecca Elaine	34 yrs 00 mths	Ga. Dept. of Transportation
Little Jonathan Roger	34 yrs 00 mths	Ga. Dept. of Agriculture
Anderson Durinda Gail	34 yrs 00 mths	CSB – Chatt-Flint
Dilbeck Laquita S	34 yrs 00 mths	DHR – DFACS
McTyer James O	34 yrs 00 mths	Georgia Forestry Commission
Brown June M	34 yrs 00 mths	Ga. Dept. of Admin. Services
Curtis-Keeton Virgil M	34 yrs 00 mths	CSB – Ogeechee
Fortner Rachel E	34 yrs 00 mths	DHR – Public Health
Delcambre Jane D	34 yrs 00 mths	Ga. Dept. of Human Resources
Simmons Hazel D	34 yrs 00 mths	DHR – Public Health
George Carol D	34 yrs 00 mths	Ga. Dept. of Admin. Services
Orr Beverly L	34 yrs 00 mths	Ga. Dept. of Human Resources
Stephens Larry L	34 yrs 00 mths	Ga. Dept. of Transportation
Smith II Virgil T	34 yrs 00 mths	Ga. Dept. of Labor
Davis Robert J	34 yrs 00 mths	Ga. Dept. of Labor
Andersen Rosserlyn	34 yrs 00 mths	Ga. Dept. of Human Resources
Green Gerald W	34 yrs 00 mths	Georgia Forestry Commission
Davis Deborah L	34 yrs 00 mths	Ga. Dept. of Corrections
White Robert S	34 yrs 00 mths	Ga. Dept. of Natural Resources
Wilder Sandra F	34 yrs 00 mths	Ga. Dept. of Human Resources
Fields William C	34 yrs 00 mths	Ga. Dept. of Human Resources
Miller Jr K M	34 yrs 00 mths	Ga. Dept. of Human Resources
Arnold Millicent C	34 yrs 00 mths	Ga. Dept. of Transportation
Blocker Charles C	34 yrs 00 mths	Ga. Dept. of Transportation
Harden Charles C	34 yrs 00 mths	Ga. Dept. of Transportation
Gennings Richard M	34 yrs 00 mths	Ga. Dept. of Natural Resources
Leaptrot Judy	34 yrs 00 mths	Dept. of Juvenile Justice
Courson R Reid	33 yrs 07 mths	Dept. of Juvenile Justice
Schomer David L	32 yrs 06 mths	DHR – DFACS
Ellis Jr Franklin S	32 yrs 04 mths	Ga. Dept. of Natural Resources
Schomer Carolyn D	32 yrs 03 mths	DHR – DFACS
Stuart James Ronald	31 yrs 10 mths	Ga. Dept. of Public Safety
Kendrick Eddie T	31 yrs 10 mths	Ga. Dept. of Transportation
Ashley Andrew Jackie	30 yrs 11 mths	Dept. of Juvenile Justice
Turner Jimmy	30 yrs 11 mths	Ga. Dept. of Corrections
Welling Arthur O	30 yrs 09 mths	Ga. Dept. of Natural Resources
Winesett Sr Rickey K	30 yrs 07 mths	Ga. Dept. of Human Resources
Harris Freddie L	30 yrs 04 mths	Ga. Dept. of Human Resources
James Margie M	30 yrs 04 mths	Ga. Dept. of Human Resources
Hurt Janie R	30 yrs 03 mths	Ga. Dept. of Human Resources
Mapp Barbara L	30 yrs 02 mths	Ga. Dept. of Human Resources
Famble Mozella	30 yrs 02 mths	Ga. Dept. of Human Resources
Long Patricia P	30 yrs 01 mths	Ga. Dept. of Human Resources
Edwards M Bertelle	30 yrs 01 mths	Ga. Dept. of Human Resources
VanEllison Marthellar B	30 yrs 01 mths	Ga. Dept. of Human Resources
McLaine C June	30 yrs 00 mths	DHR – DFACS
Peach Joanne C	30 yrs 00 mths	Ga. Dept. of Education

Reeves Harry	30 yrs 00 mths	Ga. Dept. of Human Resources
Johnson Janice L	30 yrs 00 mths	CSB – Tidelands
Melton Edgar P	30 yrs 00 mths	Ga. Dept. of Corrections
Carroll Alvetta Rose	30 yrs 00 mths	Dept. of Juvenile Justice
Williams Betty J	30 yrs 00 mths	Ga. Dept. of Human Resources
Wells Alice T	29 yrs 10 mths	DHR – Public Health
Classey Dennis J	29 yrs 03 mths	Ga. Dept. of Admin. Services
Shover Darrell R	28 yrs 11 mths	Georgia Forestry Commission
Bryan Timothy S	28 yrs 08 mths	Ga. Dept. of Transportation
Basley Bertha Mae	28 yrs 07 mths	Ga. Dept. of Human Resources
Leddy Carolyn W	28 yrs 04 mths	Ga. Dept. of Labor
Nichols Ronnie W	28 yrs 03 mths	Ga. Dept. of Human Resources
Daniels Dorothy M	28 yrs 03 mths	CSB – Satilla
Beasley William D	27 yrs 09 mths	CSB – Northeast GA Center
Cummings Evelena E	27 yrs 08 mths	Ga. Dept. of Human Resources
Wyatt Charlie M	26 yrs 11 mths	Ga. Dept. of Human Resources
Jackson Charles	26 yrs 07 mths	Ga. Dept. of Corrections
Ingram Wanda C	26 yrs 06 mths	Ga. Dept. of Labor
Johnson Louis	26 yrs 02 mths	Ga. Dept. of Transportation
Doster Virginia Delinda	26 yrs 02 mths	DHR – DFACS
Harrell Lucy C	25 yrs 10 mths	Ga. Dept. of Human Resources
Kerr Geraldine C	25 yrs 05 mths	Ga. Dept. of Human Resources
Thomas Harold Otis	25 yrs 05 mths	Ga. Dept. of Natural Resources
Williams Sarah Mattox	25 yrs 05 mths	Ga. Dept. of Labor
Folk Grace G	25 yrs 03 mths	DHR – DFACS
McLaughlin Marshall R	25 yrs 02 mths	Ga. Dept. of Natural Resources
Jackson Barbara Ann	25 yrs 01 mths	DHR – Public Health
Bryan Beverly Karen	25 yrs 01 mths	Ga. Dept. of Human Resources
Hughes Roger D	25 yrs 00 mths	DHR – Public Health
Robinson Karen M	25 yrs 00 mths	Ga. Correctional Industries
Nickel Walter J	24 yrs 09 mths	Ga. Dept. of Corrections
Chiotellis Helen P	24 yrs 08 mths	Ga. Dept. of Labor
Wainwright Clarence B	24 yrs 02 mths	Ga. Dept. of Transportation
Smith Georgianna R	24 yrs 00 mths	Ga. Dept. of Human Resources
Wetzel Carolyn F	23 yrs 10 mths	DHR – Public Health
Chung Be S	23 yrs 09 mths	Ga. Dept. of Admin. Services
Logue Helen J	23 yrs 04 mths	Ga. Dept. of Transportation
Teague James A	23 yrs 03 mths	Ga. Dept. of Public Safety
Allen Blake A	23 yrs 03 mths	Ga. Dept. of Corrections
Gordon Betty J	22 yrs 09 mths	CSB – Central GA
Vining Nora Jean	22 yrs 02 mths	CSB – McIntosh Trail
McCall Bernice G	21 yrs 11 mths	Ga. Dept. of Corrections
Graham Gloria H	21 yrs 08 mths	Ga. Dept. of Human Resources
Joyner Johnny	21 yrs 06 mths	CSB – Albany
Bush Maryland L	21 yrs 03 mths	Ga. Dept. of Corrections
Dennis William D	21 yrs 01 mths	Ga. Dept. of Corrections
Wallace Leta L	20 yrs 10 mths	Ga. Dept. of Transportation
Neesmith Martha O	20 yrs 06 mths	DHR – DFACS



## 2001 Season

**April 21 – June 3**  
Saturdays & Sundays Plus Memorial Day  
10:30 a.m. – 6:00 p.m

**Special savings on Adult tickets: Buy one, get one FREE**

<b>Adult 2-for-1Ticket</b>	<b>\$15.50</b>
<b>Child (6–12)</b>	<b>\$ 5.00</b>

Children under 6 are always free

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State Personnel Council  
P.O. Box 347206  
Atlanta, GA 30334

**Deadline for ordering tickets is May 25, 2001**



# Congratulations to these dedicated state retirees

Craver Carol G	19 yrs 10 mths	DHR – DFACS
Fountain Linda J	19 yrs 09 mths	CSB – Coastal
Shoemake Helon Foster Virg	19 yrs 08 mths	Ga. Dept. of Human Resources
Poole Carleton N	19 yrs 06 mths	Ga. Dept. of Corrections
McGlamory Sr Howard Taft	19 yrs 04 mths	Ga. Dept. of Agriculture
Kidwell Abner William	19 yrs 04 mths	Ga. Dept. of Defense
Smith Evelyn A	19 yrs 01 mths	Tax Officials
Doorley Diane V	19 yrs 00 mths	DHR – DFACS
Douglas Winfred Eugene	19 yrs 00 mths	Secretary of State
Burrows Raymond Albert	18 yrs 10 mths	Ga. Dept. of Corrections
Morgan Evelyn P	18 yrs 02 mths	Ga. Dept. of Human Resources
Solomon Ellen D	16 yrs 06 mths	Ga. Dept. of Human Resources
McGahee Thomas Franklin	16 yrs 03 mths	Ga. Dept. of Agriculture
Wilborn Willie Frank	16 yrs 03 mths	Georgia Forestry Commission
McCoy William Richard	16 yrs 01 mths	Department of Revenue
Bach Joan Mcelroy	16 yrs 00 mths	Ga. Dept. of Human Resources
Gradick Kay K	15 yrs 10 mths	Superior Courts of Georgia
Futch Ann Stacks	15 yrs 10 mths	Ga. Dept. of Transportation
Walker Jane Williamson	15 yrs 06 mths	DHR – Public Health
Stanley Ronald Wayne	15 yrs 05 mths	Ga. Dept. of Corrections
Royal Robert W	15 yrs 04 mths	Ga. Dept. of Transportation
Willis Jr Leonard W	15 yrs 02 mths	Ga. Dept. of Human Resources

Durden Martha M	14 yrs 10 mths	Ga. Dept. of Human Resources
Sandlin Martha R	14 yrs 06 mths	Ga. Dept. of Human Resources
Carter Beth L	14 yrs 06 mths	CSB – GA Mountains
Herring Bobby L	14 yrs 05 mths	DHR – DFACS
Turner William Henry	14 yrs 03 mths	CSB – Satilla
Smith George Woodrow	14 yrs 01 mths	Ga. Dept. of Corrections
Drake Richard J	13 yrs 08 mths	Ga. Dept. of Transportation
White James W	13 yrs 07 mths	Ga. Dept. of Corrections
Stephens Jr Clarence	13 yrs 07 mths	Ga. Dept. of Human Resources
Turpin Mildred L	13 yrs 05 mths	CSB – Clayton County
Faulkner Shelby G	13 yrs 00 mths	Ga. Dept. of Public Safety
Eidson Jr Joel Franklin	12 yrs 03 mths	Ga. Dept. of Agriculture
Corbett Ann B	12 yrs 01 mths	DHR – Public Health
Crommett Fleurette Phyllis	12 yrs 00 mths	Ga. Dept. of Natural Resources
Burton Julia G	11 yrs 11 mths	DHR – DFACS
Smith Geraldine C	11 yrs 09 mths	CSB – Pineland Area MH, MR, & SA
Harrison Marilyn M	10 yrs 02 mths	Tax Officials
Weaver Gay B	10 yrs 01 mths	Ga. Dept. of Human Resources
Barker Patricia Ann	10 yrs 00 mths	Ga. Dept. of Corrections
Skelton Lula Mae	10 yrs 00 mths	CSB – GA Mountains
Blakley Maureen	10 yrs 00 mths	Dept. of Juvenile Justice
Johnson Kathleen A	10 yrs 00 mths	Secretary of State

## 2001 Schedule

Saturdays & Sundays  
Daily Operations  
Saturdays & Sundays  
Labor Day



May 5 – May 27  
May 26 – August 12  
August 18 – September 2  
September 3

Gates open at 10:00 AM daily

Special savings — sponsored by the State Personnel Council:  
Adult Tickets (including children 48" and taller):.....\$19  
Special 2-day Dual Park Ticket .....\$36  
— valid for one day each at Six Flags and White Water

Send a self-addressed, stamped envelope and  
check or money order payable to:  
State Personnel Council  
P.O. Box 347206  
Atlanta, GA 30334

## “Give Wildlife a Chance” poster contest winners announced

Four elementary school children were selected as statewide winners in the “Give Wildlife a Chance” poster contest, sponsored by the Georgia Department of Natural Resources, Wildlife Resources Division (WRD) and the State Botanical Garden of Georgia in Athens. The 11th annual contest was open to all kindergarten through 5th grade students in public and private schools and home-school groups, and about 6,300 students participated. This year’s winners are: Erin Fugagli, a kindergartner at Pleasant Grove Elementary in Stockbridge; Lee Boyd, a first grade student at New Mountain Hill in Fortson; Paige Kowal, a fourth-grader at Georgetown Elementary in Savannah; and Jacob Nelson, a fifth grade student also at Pleasant Grove Elementary. All contestants

interpreted the theme, “Plants and Animals — Wonderfully Wild,” by depicting non-game, native flora and fauna in colorful and imaginative ways. The winners were judged on close correlation to the theme, quality of art, originality and visual impact. The four winning entries will be reproduced into a four-color poster, and students will be recognized for helping to “give wildlife a chance” at awards ceremonies at their schools this spring. The contest was primarily funded by The Environmental Resources Network, Inc. (T.E.R.N.), the official friends’ group of WRD’s Nongame-Endangered Wildlife Program. More information about the poster contest is available at [www.dnr.state.ga.us/dnr/wild/nongame/conserv.html](http://www.dnr.state.ga.us/dnr/wild/nongame/conserv.html).

## Georgia Merit System Training Calendar May – June 2001

The Georgia Merit System courses are offered statewide and are open to all government employees. Registration for GMS training is coordinated by agency personnel training officers. In addition to interagency courses, GMS provides training through closed sessions. These are courses conducted for a single agency to meet the specific training needs of that organization. Closed courses can be customized to meet an agency’s objectives. Course descriptions, the price list for both closed and open courses, and registration forms are available from agency training officers and the GMS Training and Organization Development Division. Call 404-371-7371 for more information or visit our website at [www.gms.state.ga.us/employee/calendar.asp](http://www.gms.state.ga.us/employee/calendar.asp).

Management and Supervisory Development	Workplace Skills Development
<b>Conducting Effective Employee Interviewing</b> (1 Day) (\$50 Fee): Macon on 6/5 <b>Dealing with Difficult Employee Behavior</b> (1 Day) (\$50 Fee): Macon on 6/6 <b>Developing People</b> (1 Day) (\$50 Fee): Decatur on 6/13 <b>Fundamentals of Leadership</b> (.5 Days) (\$35 Fee): Macon on 6/7 <b>Georgia Performance Management Process Training</b> (3 Days) (\$19 Fee): Macon on 6/19-21 <b>Implementing Change in the Workplace</b> (1 Day) (\$50 Fee): Gainesville on 5/16 <b>Improving Performance Expectations Workshop</b> (.5 Days) (\$35 Fee): Decatur on 6/12 <b>Increasing the Effectiveness of Workplace Teams:</b> <b>Improving Teamwork</b> (.5 Days) (\$35 Fee) (GSAMS): Columbus on 6/5; Decatur on 6/5; Savannah on 6/5 <b>Managing Conflict in the Workplace</b> (1 Day) (\$50 Fee): Albany on 5/17 <b>Preventing and Handling Sexual Harassment in the Workplace</b> (.5 Days) (\$35 Fee): Albany on 5/16 <b>Respect and Responsibility – A Positive Approach to Discipline</b> (1 Day) (\$55 Fee): Decatur on 6/12; Gainesville on 5/17 <b>Your Supervisory Roles and Responsibilities: An Introduction</b> (.5 Days) (\$35 Fee) (GSAMS): Decatur on 6/6; Savannah on 6/6; Waycross on 6/6	<b>Meeting Customer Needs</b> (1 Day) (\$50 Fee): Decatur on 5/16 <b>Performance Management Tools (PMTools)</b> (1 Day) (\$50 Fee): Atlanta on 6/11 <b>Proofreading Essentials/Grammar</b> (.5 Days) (\$35 Fee): Decatur on 5/31 <b>Proofreading Essentials/Punctuation</b> (.5 Days) (\$35 Fee): Decatur on 5/31 <b>Recognizing and Avoiding Sexual Harassment in the Workplace</b> (.5 Days) (\$35 Fee): Albany on 5/16 <b>The Seven Habits of Highly Effective People</b> (3 Days) (\$240 Fee): Decatur on 6/19-21 <b>Time Challenges – Time Solutions</b> (1 Day) (\$50 Fee): Decatur on 6/12
	Trainer Skills Development
	<b>Facilitating Training Programs</b> (4 Days) (\$235 Fee): Decatur on 5/22-25
	PC Training
	<b>Access 97 Advanced</b> (1 Day) (\$78 Fee): Decatur on 6/21 <b>Access 97 Intermediate</b> (1 Day) (\$78 Fee): Decatur on 6/14 <b>Access 97 Introduction</b> (1 Day) (\$98 Fee): Savannah on 5/17 <b>Excel 97 Advanced</b> (1 Day) (\$78 Fee): Decatur on 5/31; Decatur on 6/20 <b>Excel 97 Intermediate</b> (1 Day) (\$78 Fee): Decatur on 5/21; Decatur on 5/23; Decatur on 6/13 <b>Excel 97 Intermediate</b> (1 Day) (\$98 Fee): Savannah on 5/16 <b>Excel 97 Introduction</b> (1 Day) (\$98 Fee): Savannah on 5/15 <b>PowerPoint 97 Advanced</b> (1 Day) (\$78 Fee): Decatur on 5/22 <b>Word 97 Advanced</b> (1 Day) (\$78 Fee): Decatur on 6/12 <b>Word 97 Intermediate</b> (1 Day) (\$98 Fee): Savannah on 5/18 <b>Word 97 Introduction</b> (1 Day) (\$78 Fee): Decatur on 6/8
	Communication Skills Development
	<b>Communication: It’s More Than Talk</b> (2 Days) (\$100 Fee): Decatur on 6/13-14 <b>Writing That Works</b> (1 Day) (\$70 Fee): Decatur on 5/17
	Secretarial and Support Staff Development
	<b>Human Relations Skills for Secretaries</b> (2 Days) (\$100 Fee): Augusta on 5/16-17; Decatur on 6/5-6 <b>Time Management for Secretaries</b> (1 Day) (\$50 Fee): Bremen on 6/7

## Governor's discretionary fund provides computer training to Atlanta foster children

The Georgia Coalition of Black Women (GCBW) recently presented a report the progress of its joint venture with the Georgia Department of Human Resources Division of Family and Children Services. This pilot program was designed to provide older foster children with computer skills training through an extracurricular opportunity that otherwise might not be available to them.

The computer skills training program for foster children was funded through a 2001 Governor's Discretionary grant. Currently, 39 foster children from ages 14 to 19 are being trained every Saturday for a period of 18 weeks by instructors from the Georgia State University faculty. Students will receive a certificate indicating that they have completed high-tech computer skills training.

Juanita Blount-Clark, state DFACS director, said she's very proud of this initiative. "This program is an excellent example of community and state partnership. We must continue to engage our children in meaningful training interaction that prepares them for living independently."

Other partners in the training program are Dell Computers, United Way, American Computer Technology, and the Northwest Georgia Girl Scout Council, according to Rita Samuels, executive director for GCBW.

"This program is about service and involvement," Ms. Samuels said. "The coalition realized that every child in this state does not have access to a computer at home and may have to share a computer with other students at school. We wanted to bridge that gap and we're pleased that the governor and DHR are supportive of this initiative."

## What's it like to room with ERIN BROCKOVICH?

By John Ard and Sam Hall

What's it like to be a former college roommate of Erin Brockovich? "Pretty exciting right now," says Lydia Batchelor Covaliu of Atlanta, an employment and training consultant with the Georgia Department of Labor.

Covaliu, 44, recently renewed her acquaintance with Brockovich after 22 years. They were reunited March 28 at the Woodruff Arts Center's Symphony Hall when the famous motivational speaker presented her "Unique Lives" speech.

"We hugged and cried for a long time," says Covaliu, who roomed with Brockovich in 1978 at Kansas State University in Manhattan. Brockovich is the subject of the highly-acclaimed movie in which Smyrna-native Julia Roberts won her first Academy Award playing the title role.

"I was a junior majoring in physical education at Georgia State University," recalls Covaliu, who transferred to the Kansas campus after visiting a friend and "falling in love" with the place. Covaliu met another young student there named Erin Pattee the night both were initiated as "little sisters" for the Delta Upsilon fraternity. Shortly thereafter, they became roommates.

For the next year, the two young women were inseparable. "She was always there for me," Covaliu says. "She was the best roommate I ever had. Everyone loved Erin. She never met a stranger. She was very personable, with a heart bigger than California, but there was never any indication that

she would become this famous."

After that one year, the roommates went their separate ways — Lydia back to Georgia, and Erin to Texas.

Erin Pattee later became Erin Brockovich, and went on to take on a multi-billion-dollar utility and help more than 600 victims of chemical contamination file a lawsuit in Hinkley, Calif.

"We really lost touch," says Covaliu. "It wasn't until I saw her along with Julia Roberts promoting the movie on Oprah Winfrey, that I realized this Erin was the same Erin I had roomed with back in college. I tried to get in touch with her through the show, but that didn't work out."

"Then, when I saw she was coming to Atlanta, I just had to go see her. I took some old pictures I had of the two of us in college and stuck them in front of her face, but she said she would recognize me anywhere. We talked about how much we missed each other and promised never to lose touch again. In fact, we plan to visit again next summer."



DOL's Lydia Covaliu (left) with Erin Brockovich, former "little sisters" and college roommates at Kansas State University.

## Georgia Games' District Sports Festivals draw enthusiastic crowds, whole-hearted athletes

The Georgia Games is preparing for the 2001 District Sports Festivals (DSF), which are held throughout May and June. The District Sports Festivals develop and promote "grassroots" amateur sports for Georgia residents. The DSF also provide Georgians the forum and opportunity to learn and participate in both traditional and non-traditional sporting events, such as Judo. As awareness of the Georgia Games continues to grow, the statewide District Sports Festivals attract athletes of all ages and skill levels.

Cities hosting the ten District Sports Festival benefit as well by related tourism. Each year the DSF begins with an opening celebration in each district that is designed to generate interest within each community.

To pull off such a large Olympic-style festival, the Georgia State Games Commission relies heavily on key volunteers to help run the District Sports Festivals, the Georgia Games Championships and other programs. Each year, more than 3,000 volunteers assist in running the Georgia Games Championships alone. The Georgia Games are currently recruiting volunteers to help in all areas of the Championships: sport volunteers, volunteer supervisors, Spike (mascot), G-Team (operations), venue support check-in, security and media/results coordinators are all needed. To get involved in this year's event, contact the Georgia Games headquarters at (770) 528-3580. You can help make the 2001 Georgia Games the biggest and best ever. See you at the Games!



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